

BUSINESS CASE TEMPLATE

PART 1: GENERAL INFORMATION

1. Name of Allowance: Border Duty Allowance
2. Description: Border Duty Allowance was introduced in January 1972 and is payable to about 10% of serving personnel (approx 835). It was introduced in recognition of the arduous nature of border duties, involving inter alia, service far in excess of normal duty hours and long absences away from home station which led to considerable disruption to, and separation from, family particularly married personnel. The allowance is subject to an Adjudicator's finding. It is retained on a personal to holder basis and will be phased out as current holders retire or leave the Defence Forces.

€96.23 weekly to Enlisted Personnel
€111.97 weekly to Officers.

Department of Finance Sanction E144/7/72

3. Number on Spreadsheet: 6

PART 2 BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain ☐
Modify ☒

In both instances, please provide a through and considered business case for maintaining the allowance either as is or in modified format. The modifications should also be detailed, and include information on any revisions of the headings outlined in the Allowances Template.

The Department should confirm that the allowances represent value for money and provide additional or higher value work which can not be considered as part of the normal responsibilities, flexibilities or duties expected of a person in such a post.

This information should be returned to Sighle.de.barra@per.gov.ie by 31 January, 2012.

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

Border Duty Allowance was introduced in 1974. A review of BDA was included in the Defence Forces Modernisation Agenda, agreed under “Towards 2016” with the Representative Associations. Following this, negotiations were opened with the Representative Associations (RACO & PDFORRA) in relation to the continued payment of the allowance. As agreement was not reached between the Department of Defence and the Representative Association (PDFORRA), the issue was heard by an Independent Adjudicator in July 2009. The Adjudicator found that personnel (who were in receipt of Border Duty Allowance up to 3 February 2009) should continue to be paid Border Duty Allowance on a personal-to-holder basis. Personnel who were not in receipt of Border Duty Allowance on 3 February 2009 would not be paid the allowance. The Department has stopped paying the allowance to new entrants to Border Units since 3 February 2009.

Border Duty Allowance continues to be payable to personnel who were in receipt of it on 3 February 2009 on a personal-to-holder basis.

(2) Is the allowance cost effective/represent value for money?

The cost of Border Duty allowance has been reducing since 2008 the figures are

2008 €5,570,403	2009 €5,459,708	2010 €4,940,744	2011 €4,468,257
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This figure will continue to drop as those holding the allowance on a personal to holder basis retire.

It represents value for money and is cost effective, because, unlike other areas of the Public Service and due to the nature of the duties performed, overtime, shift allowance or other such premium payments are not available to members of the Defence Forces.

Security Duty allowance is not payable to those in receipt of Border Duty Allowance.

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

Further reductions in Border Duty Allowance are expected due to the natural attrition rate and the effect of the closure of three border posts in 2009 and the pending closure of one further post which tends to increase rates of departure. Border Duty Allowance is now paid on a personal to holder basis and has not been paid to new entrants to Border Units since the 3rd February 2009.

(4) What would be the estimated total savings derived from the modification?

Since 2009 there is a reduction of €1 Million in the cost of Border Duty Allowance. This will continue to reduce as personnel in receipt of the allowance retire. Those not in receipt of Border Duty Allowance can claim Security Duty Allowance, therefore the savings on Border Duty Allowance will be somewhat offset by extra expenditure on Security Duty Allowance.

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken))

The above is predicated on the security environment remaining stable and no other events, which demand large numbers of troops deployed along the border, occurring. This has happened twice since the successful conclusion of the Northern Ireland peace process, with two bio-security risks involving BSE (mad cow) and Foot and Mouth. There is a risk of Security Duty Allowance costs increasing significantly if such an event occurs and large deployments have to be sustained.